



EAST RIDING

OF YORKSHIRE COUNCIL

County Hall Beverley East Riding of Yorkshire HU17 9BA Telephone (01482) 887700
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Caroline Lacey Interim Director of Corporate Resources

Mr Lewis
request-302878-23256a9c@whatdotheyknow.com

Your Ref:
Our Ref: 3d/TT/LAH/FOI07059
Enquiries to: Tracey Tomlinson
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Tel. Direct: (01482) 393203
Fax. Number: (01482) 393269
Date: 8 December 2015

Dear Mr Lewis

Freedom of Information Act 2000 Request for Information

On 19 November 2016 East Riding of Yorkshire Council received your request for information under the Freedom of Information Act 2000. The information you have requested, along with the Council's response, is set out below.

Details of Request:

This request is being made to make the public at large and people in each authority aware of which councils are the worst offenders or the better examples when it comes to bullying in the workplace. All councils have very similar anti-bullying / dignity at work policies, but there seems to be a difference in the level of bullying. This is intended to statistically show those differences.

- 1) How many employees of your authority have made an official complaint of harassment and bullying at work since the 1st April 2009?
- 2) How many of these complaints were upheld in favour of the complainant?
- 3) How many of those which were not upheld in favour of the complainant went on to Appeal?
- 4) How many of those that went to Appeal were found to favour the complainant?
- 5) How many complaints went on to an Employment Tribunal?
- 6) How many of these were found to uphold the complaint?
- 7) Out of how many of those allegations (the number given to question 1) did the complainant of bullying claim that the bullies were telling lies?



- 8) **How many staff does your authority have and what is the current population within your authority's area?**

Response:

Please note information is not held centrally in relation to schools as this is a process that is handled by each school individually.

- 1) **How many employees of your authority have made an official complaint of harassment and bullying at work since the 1st April 2009? - 32.**
- 2) **How many of these complaints were upheld in favour of the complainant? - One (One ongoing).**
- 3) **How many of those which were not upheld in favour of the complainant went on to Appeal? - Three.**
- 4) **How many of those that went to Appeal were found to favour the complainant? - Nil.**
- 5) **How many complaints went on to an Employment Tribunal? - Nil.**
- 6) **How many of these were found to uphold the complaint? - Nil.**
- 7) **Out of how many of those allegations (the number given to question 1) did the complainant of bullying claim that the bullies were telling lies? - Nil**
- 8) **How many staff does your authority have and what is the current population within your authority's area?**

As at 31/3/15 East Riding Yorkshire Council employed: 6,716 staff (excluding schools).

The population of East Riding of Yorkshire: 337,115 (ONS Mid Year Estimate, 2014).

If you are dissatisfied with the above response or how your request has been handled you can ask for the Council to review this by contacting the Freedom of Information Coordinator on the above telephone number or by email on foi@eastriding.gov.uk within 6 weeks of this letter which is 26 January 2016.

A senior manager will carry out the review within 10 working days of receipt of your request and provide a response within 20 working days. It will provide a fair and thorough review of the decisions taken and where necessary how your request has been handled.

If you are not content with the outcome of the review you can apply to the Information Commissioner for a decision. Generally, the Commissioner cannot make a decision unless you have exhausted the Council's review procedure. The Information Commissioner can be contacted at:

The Information Commissioner's Office
Wycliffe House, Water Lane
Wilmslow
Cheshire
SK9 5AF

Tel: 0303 123 1113 (local rate) or 01625 545 745 (national rate number)
Fax: 01625 524 510

Alternatively email: casework@ico.org.uk.

Yours sincerely

for the Interim Director of Corporate Resources